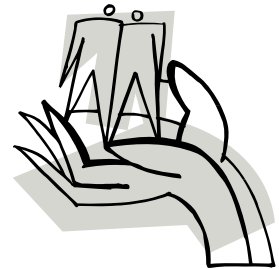


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- <sup>3</sup> Sline, R. 1997. *Health Communication: Interpersonal Skills for Health Care Managers*. College of Health Professions Outreach Educational Manual. Ogden, UT: Weber State University
- <sup>4</sup> Tremper, C. & Kostin G. 1993. *No Surprises: Controlling Risk in Volunteer Programs*. Wash. DC: Nonprofit Risk Mgmt. Center, p. 5.
- <sup>5</sup> Ibid., p 23. There is additional information on pp. 23-27 on screening
- <sup>6</sup> Ibid., pp. 54-57
- <sup>7</sup> Ilsley, P. J. 1990. *Enhancing the Volunteer Experience*. San Francisco: Jossey-Bass Publishers
- <sup>8</sup> Mackenzie, M. & Moore, G. *The Volunteer Development Toolbox*. 1993. Downers Grove, IL: Heritage Arts Pub., pp. 10-11.
- <sup>9</sup> Rouber T. & Kamp, J. 2006. "Welcome to the Silver Age." Ode, Vol. 4, Issue 4, May 2006
- <sup>10</sup> Boulton, A. 1998. "Volunteer Commitment: a study of volunteers in Utah arts and cultural nonprofit organizations," A research study to complete the requirements for the BIS program at Weber State University.
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- <sup>12</sup> Independent Sector. 1996. Wash. DC: Independent Sector.
- <sup>13</sup> Rouber & Kamp, 2006
- <sup>14</sup> Big Brothers/Big Sisters of America. 1995. *Recruiting College Volunteers*. Philadelphia: Big Brothers/Big Sisters of America, pp. 3-5.
- <sup>15</sup> Points of Light Foundation & Conference Board in New York City. For more information on this study call 202-729-8000.
- <sup>16</sup> Ilsley, *Enhancing the Volunteer Experience*, pp. 76-78.
- <sup>17</sup> A good reference for dealing with diversity is *Managing Volunteer Diversity*, 1994. Edited by Sue Vineyard & Steve McCurley. Downers Grove, IL: Heritage Arts Publishing.
- <sup>18</sup> "Diversity Takes Center Stage" ArtsLink, Americans For the Arts Publication, Spring 2006.
- <sup>19</sup> Stills, M. 2003. "Volunteers 'A La Carte' Volunteer Management Review, CharitChannell <http://charitychannel.com/>
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- <sup>22</sup> See Chapter Nine for more information on a database.
- <sup>23</sup> Ellis, S. 1996. *The Volunteer Recruitment Book*. Philadelphia: Energize, Inc., pp. 30-31.
- <sup>24</sup> Ibid., p. 29.
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- <sup>26</sup> The Utah Nonprofits Association is listed in the resource section.
- <sup>27</sup> Robertson, S. "10 Ways to Broaden Your Horizon," *Volunteer Leadership*. Oct.-Dec 1997, p. 7.



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